

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Securities and Exchange Commission

1st Level Subagency Comparison Report

United States Office of
Personnel Management

Securities and Exchange Commission

1st Level Subagency Comparison Report

Response Summary

	Surveys Completed
Governmentwide	392,752
Securities and Exchange Commission	2,472
Atlanta Regional Office	90
Boston Regional Office	93
Chicago Regional Office	138
Denver Regional Office	60
Ft. Worth Regional Office	81
Headquarters	1,328
Los Angeles Regional Office	91
Miami Regional Office	61
New York Regional Office	225
Philadelphia Regional Office	82
Salt Lake Regional Office	9
San Francisco Regional Office	75

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
Securities and Exchange Commission	2,469	70.1%	14.3%	15.5%
Atlanta Regional Office	90	75.3%	11.5%	13.1%
Boston Regional Office	93	65.5%	12.6%	21.9%
Chicago Regional Office	138	71.6%	14.6%	13.8%
Denver Regional Office	60	66.1%	13.9%	20.0%
Ft. Worth Regional Office	81	81.6%	7.3%	11.0%
Headquarters	1,327	70.7%	13.5%	15.8%
Los Angeles Regional Office	90	67.1%	18.6%	14.3%
Miami Regional Office	61	68.8%	15.4%	15.8%
New York Regional Office	225	64.2%	20.4%	15.4%
Philadelphia Regional Office	82	66.8%	20.2%	13.0%
San Francisco Regional Office	75	76.9%	14.4%	8.6%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Securities and Exchange Commission	2,452	72.0%	13.8%	14.3%
Atlanta Regional Office	90	74.6%	13.5%	11.9%
Boston Regional Office	93	72.5%	16.2%	11.3%
Chicago Regional Office	138	74.4%	14.0%	11.6%
Denver Regional Office	60	74.3%	13.4%	12.3%
Ft. Worth Regional Office	81	79.5%	10.6%	9.8%
Headquarters	1,314	71.8%	13.1%	15.0%
Los Angeles Regional Office	90	73.0%	14.7%	12.3%
Miami Regional Office	61	71.4%	18.9%	9.7%
New York Regional Office	224	68.5%	14.2%	17.3%
Philadelphia Regional Office	82	70.5%	16.5%	13.0%
San Francisco Regional Office	75	80.0%	10.8%	9.2%

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My Work Experience (continued)

3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Securities and Exchange Commission	2,433	56.2%	17.8%	26.0%
Atlanta Regional Office	90	55.6%	17.7%	26.7%
Boston Regional Office	90	57.3%	13.3%	29.4%
Chicago Regional Office	137	60.0%	12.5%	27.5%
Denver Regional Office	58	53.0%	13.1%	33.9%
Ft. Worth Regional Office	77	74.2%	17.1%	8.6%
Headquarters	1,313	57.9%	16.7%	25.4%
Los Angeles Regional Office	89	43.4%	18.7%	38.0%
Miami Regional Office	60	43.4%	24.7%	31.9%
New York Regional Office	223	48.5%	24.0%	27.5%
Philadelphia Regional Office	80	55.1%	24.7%	20.2%
San Francisco Regional Office	73	55.0%	21.8%	23.2%

4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Securities and Exchange Commission	2,456	74.8%	13.2%	12.0%
Atlanta Regional Office	90	86.1%	7.4%	6.5%
Boston Regional Office	92	78.8%	8.4%	12.9%
Chicago Regional Office	138	79.0%	14.2%	6.8%
Denver Regional Office	60	74.2%	12.1%	13.7%
Ft. Worth Regional Office	80	86.2%	10.0%	3.8%
Headquarters	1,318	72.6%	13.8%	13.5%
Los Angeles Regional Office	90	71.5%	16.3%	12.2%
Miami Regional Office	61	69.7%	17.2%	13.0%
New York Regional Office	223	73.1%	14.0%	12.9%
Philadelphia Regional Office	82	80.2%	13.2%	6.5%
San Francisco Regional Office	75	86.9%	5.2%	7.9%

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My Work Experience (continued)

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Securities and Exchange Commission	2,430	84.1%	10.1%	5.8%
Atlanta Regional Office	89	91.1%	5.3%	3.6%
Boston Regional Office	89	87.0%	6.4%	6.6%
Chicago Regional Office	137	87.8%	9.0%	3.2%
Denver Regional Office	60	85.0%	4.5%	10.4%
Ft. Worth Regional Office	79	91.5%	6.0%	2.4%
Headquarters	1,310	83.0%	10.4%	6.7%
Los Angeles Regional Office	87	83.0%	10.9%	6.1%
Miami Regional Office	59	86.8%	9.9%	3.3%
New York Regional Office	222	83.2%	11.7%	5.1%
Philadelphia Regional Office	79	90.3%	7.4%	2.3%
San Francisco Regional Office	73	90.2%	9.8%	0.0%

6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Securities and Exchange Commission	2,444	73.5%	13.7%	12.8%
Atlanta Regional Office	89	78.6%	6.9%	14.5%
Boston Regional Office	93	74.0%	9.4%	16.6%
Chicago Regional Office	138	74.6%	15.8%	9.5%
Denver Regional Office	59	70.8%	13.4%	15.8%
Ft. Worth Regional Office	81	76.1%	11.5%	12.4%
Headquarters	1,313	73.8%	14.1%	12.2%
Los Angeles Regional Office	88	68.2%	15.2%	16.6%
Miami Regional Office	59	85.7%	9.4%	4.9%
New York Regional Office	221	67.9%	15.8%	16.3%
Philadelphia Regional Office	82	67.0%	17.6%	15.4%
San Francisco Regional Office	75	79.5%	11.7%	8.8%

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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Securities and Exchange Commission	2,466	96.4%	2.2%	1.4%
Atlanta Regional Office	89	100.0%	0.0%	0.0%
Boston Regional Office	93	95.9%	2.1%	2.0%
Chicago Regional Office	138	94.1%	5.9%	0.0%
Denver Regional Office	60	98.4%	0.0%	1.6%
Ft. Worth Regional Office	81	98.6%	1.4%	0.0%
Headquarters	1,325	96.4%	1.9%	1.7%
Los Angeles Regional Office	91	99.0%	0.0%	1.0%
Miami Regional Office	61	97.0%	1.4%	1.6%
New York Regional Office	225	93.8%	4.3%	1.9%
Philadelphia Regional Office	82	97.6%	2.4%	0.0%
San Francisco Regional Office	75	97.3%	2.7%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Securities and Exchange Commission	2,460	89.7%	8.1%	2.2%
Atlanta Regional Office	90	92.4%	6.5%	1.1%
Boston Regional Office	93	89.4%	7.4%	3.2%
Chicago Regional Office	137	88.3%	10.1%	1.5%
Denver Regional Office	60	85.3%	9.0%	5.7%
Ft. Worth Regional Office	81	92.9%	7.1%	0.0%
Headquarters	1,320	90.1%	7.6%	2.3%
Los Angeles Regional Office	91	91.0%	6.0%	3.0%
Miami Regional Office	59	93.7%	6.3%	0.0%
New York Regional Office	224	87.2%	10.5%	2.3%
Philadelphia Regional Office	82	89.2%	9.6%	1.2%
San Francisco Regional Office	75	88.2%	10.5%	1.3%

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My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Securities and Exchange Commission	2,462	47.5%	16.4%	36.1%	4
Atlanta Regional Office	90	50.5%	14.3%	35.2%	0
Boston Regional Office	93	40.5%	28.2%	31.3%	0
Chicago Regional Office	138	40.2%	16.0%	43.8%	0
Denver Regional Office	60	37.6%	6.4%	56.0%	0
Ft. Worth Regional Office	81	45.8%	20.9%	33.2%	0
Headquarters	1,323	52.0%	15.7%	32.4%	1
Los Angeles Regional Office	90	38.0%	12.8%	49.2%	0
Miami Regional Office	61	43.0%	20.9%	36.1%	0
New York Regional Office	224	38.0%	17.2%	44.8%	1
Philadelphia Regional Office	81	46.1%	18.0%	35.9%	1
San Francisco Regional Office	74	49.8%	21.1%	29.2%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Securities and Exchange Commission	2,454	64.0%	15.0%	21.0%	1
Atlanta Regional Office	88	63.1%	12.7%	24.2%	0
Boston Regional Office	92	72.5%	19.4%	8.1%	0
Chicago Regional Office	138	63.1%	13.9%	23.0%	0
Denver Regional Office	60	55.6%	9.3%	35.1%	0
Ft. Worth Regional Office	80	65.6%	15.8%	18.6%	0
Headquarters	1,319	64.3%	14.0%	21.7%	0
Los Angeles Regional Office	89	60.6%	14.2%	25.2%	1
Miami Regional Office	61	70.1%	17.5%	12.4%	0
New York Regional Office	225	58.3%	21.7%	20.0%	0
Philadelphia Regional Office	81	63.5%	21.4%	15.1%	0
San Francisco Regional Office	75	84.1%	10.0%	5.9%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Securities and Exchange Commission	2,401	56.9%	16.0%	27.2%	7
Atlanta Regional Office	88	64.2%	12.3%	23.5%	1
Boston Regional Office	88	59.7%	11.1%	29.2%	2
Chicago Regional Office	132	64.4%	16.3%	19.3%	1
Denver Regional Office	57	55.1%	20.0%	24.9%	0
Ft. Worth Regional Office	78	73.6%	11.0%	15.4%	0
Headquarters	1,294	56.0%	15.0%	28.9%	3
Los Angeles Regional Office	87	60.7%	11.9%	27.4%	0
Miami Regional Office	61	57.8%	14.7%	27.5%	0
New York Regional Office	221	51.9%	21.9%	26.3%	0
Philadelphia Regional Office	80	51.1%	21.3%	27.6%	0
San Francisco Regional Office	73	61.1%	16.4%	22.6%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Securities and Exchange Commission	2,454	84.4%	8.9%	6.7%	2
Atlanta Regional Office	89	91.0%	6.9%	2.1%	1
Boston Regional Office	92	86.2%	7.6%	6.2%	1
Chicago Regional Office	138	89.2%	6.6%	4.2%	0
Denver Regional Office	60	81.1%	10.5%	8.3%	0
Ft. Worth Regional Office	81	88.9%	6.3%	4.8%	0
Headquarters	1,317	83.4%	9.3%	7.3%	0
Los Angeles Regional Office	89	89.0%	6.4%	4.6%	0
Miami Regional Office	60	80.9%	19.1%	0.0%	0
New York Regional Office	224	80.1%	9.9%	10.0%	0
Philadelphia Regional Office	82	85.7%	10.3%	4.0%	0
San Francisco Regional Office	75	89.9%	5.1%	5.0%	0

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My Work Experience (continued)

13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Securities and Exchange Commission	2,433	88.5%	7.8%	3.7%	2
Atlanta Regional Office	90	93.6%	3.2%	3.2%	0
Boston Regional Office	93	88.4%	7.5%	4.1%	0
Chicago Regional Office	136	91.6%	8.4%	0.0%	0
Denver Regional Office	59	85.0%	8.3%	6.7%	0
Ft. Worth Regional Office	81	91.1%	7.7%	1.2%	0
Headquarters	1,304	87.0%	8.5%	4.5%	2
Los Angeles Regional Office	90	94.5%	2.1%	3.4%	0
Miami Regional Office	60	92.0%	8.0%	0.0%	0
New York Regional Office	223	87.4%	8.6%	4.0%	0
Philadelphia Regional Office	79	95.5%	3.4%	1.1%	0
San Francisco Regional Office	73	93.3%	2.6%	4.1%	0

14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,314	65.6%	14.3%	20.1%	1,736
Securities and Exchange Commission	2,459	81.0%	9.9%	9.2%	3
Atlanta Regional Office	89	77.0%	9.8%	13.2%	0
Boston Regional Office	93	83.3%	7.1%	9.6%	0
Chicago Regional Office	137	84.5%	8.2%	7.3%	0
Denver Regional Office	60	84.8%	4.3%	10.9%	0
Ft. Worth Regional Office	81	75.5%	13.4%	11.1%	0
Headquarters	1,321	83.2%	9.2%	7.6%	2
Los Angeles Regional Office	91	70.2%	11.7%	18.0%	0
Miami Regional Office	60	88.8%	6.1%	5.0%	0
New York Regional Office	223	73.9%	14.7%	11.4%	0
Philadelphia Regional Office	81	62.4%	19.3%	18.3%	1
San Francisco Regional Office	75	90.8%	4.0%	5.2%	0

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My Work Experience (continued)

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Securities and Exchange Commission	2,436	59.4%	18.6%	22.0%	30
Atlanta Regional Office	89	61.3%	11.3%	27.5%	1
Boston Regional Office	91	59.2%	15.0%	25.8%	2
Chicago Regional Office	138	60.6%	19.5%	19.9%	0
Denver Regional Office	58	55.9%	16.1%	28.0%	2
Ft. Worth Regional Office	80	69.8%	13.6%	16.6%	1
Headquarters	1,309	60.3%	18.6%	21.2%	16
Los Angeles Regional Office	89	49.8%	22.0%	28.3%	0
Miami Regional Office	61	63.9%	22.1%	14.0%	0
New York Regional Office	224	51.3%	20.0%	28.8%	1
Philadelphia Regional Office	76	53.9%	28.9%	17.2%	6
San Francisco Regional Office	75	66.4%	13.7%	20.0%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Securities and Exchange Commission	2,449	78.0%	14.5%	7.5%	13
Atlanta Regional Office	89	87.3%	6.7%	6.0%	1
Boston Regional Office	91	78.2%	11.8%	10.1%	2
Chicago Regional Office	138	67.8%	20.5%	11.8%	0
Denver Regional Office	60	82.9%	11.0%	6.0%	0
Ft. Worth Regional Office	81	77.7%	18.4%	3.9%	0
Headquarters	1,313	78.8%	13.7%	7.4%	8
Los Angeles Regional Office	89	73.3%	17.9%	8.7%	1
Miami Regional Office	61	75.1%	19.9%	4.9%	0
New York Regional Office	224	74.3%	17.9%	7.8%	0
Philadelphia Regional Office	81	73.7%	18.8%	7.6%	1
San Francisco Regional Office	75	74.1%	16.5%	9.4%	0

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Securities and Exchange Commission	2,275	65.0%	19.1%	15.9%	186
Atlanta Regional Office	86	69.6%	12.0%	18.3%	4
Boston Regional Office	87	72.0%	10.0%	18.0%	6
Chicago Regional Office	131	77.8%	14.6%	7.5%	7
Denver Regional Office	56	65.9%	22.5%	11.5%	4
Ft. Worth Regional Office	76	76.1%	13.2%	10.7%	5
Headquarters	1,197	62.2%	20.8%	17.0%	123
Los Angeles Regional Office	86	61.8%	21.2%	17.0%	5
Miami Regional Office	58	57.7%	19.9%	22.3%	3
New York Regional Office	208	66.2%	18.5%	15.3%	15
Philadelphia Regional Office	79	76.0%	15.9%	8.1%	3
San Francisco Regional Office	69	74.7%	13.6%	11.6%	6

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Securities and Exchange Commission	2,428	50.9%	24.3%	24.8%	31
Atlanta Regional Office	89	56.0%	18.5%	25.5%	1
Boston Regional Office	89	39.2%	27.5%	33.3%	4
Chicago Regional Office	137	36.6%	29.7%	33.6%	0
Denver Regional Office	59	41.3%	23.6%	35.1%	1
Ft. Worth Regional Office	81	52.3%	25.8%	22.0%	0
Headquarters	1,303	54.4%	23.2%	22.5%	14
Los Angeles Regional Office	91	42.5%	28.8%	28.7%	0
Miami Regional Office	60	45.9%	22.7%	31.3%	1
New York Regional Office	220	49.1%	24.1%	26.8%	5
Philadelphia Regional Office	80	51.0%	22.8%	26.2%	2
San Francisco Regional Office	73	62.4%	21.3%	16.3%	1

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My Work Experience (continued)

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	382,953	67.5%	14.6%	18.0%	8,987
Securities and Exchange Commission	2,421	46.0%	19.0%	35.0%	43
Atlanta Regional Office	90	46.3%	15.3%	38.3%	0
Boston Regional Office	93	44.8%	17.9%	37.2%	0
Chicago Regional Office	135	46.2%	13.2%	40.5%	3
Denver Regional Office	59	39.6%	19.9%	40.5%	1
Ft. Worth Regional Office	80	56.0%	19.9%	24.1%	1
Headquarters	1,304	46.8%	19.1%	34.0%	18
Los Angeles Regional Office	88	36.4%	23.6%	40.0%	2
Miami Regional Office	60	50.4%	17.6%	31.9%	1
New York Regional Office	223	39.1%	20.8%	40.1%	2
Philadelphia Regional Office	76	42.0%	23.9%	34.0%	6
San Francisco Regional Office	75	52.3%	14.9%	32.9%	0

My Work Unit

20. *The people I work with cooperate to get the job done.*

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Securities and Exchange Commission	2,463	76.8%	12.6%	10.6%
Atlanta Regional Office	90	75.6%	13.4%	11.0%
Boston Regional Office	93	79.6%	11.9%	8.5%
Chicago Regional Office	138	79.3%	12.2%	8.4%
Denver Regional Office	60	84.6%	9.0%	6.4%
Ft. Worth Regional Office	81	81.9%	11.2%	7.0%
Headquarters	1,323	76.9%	12.0%	11.0%
Los Angeles Regional Office	90	73.6%	8.7%	17.6%
Miami Regional Office	60	76.0%	12.5%	11.5%
New York Regional Office	224	73.5%	18.1%	8.4%
Philadelphia Regional Office	82	77.1%	14.2%	8.6%
San Francisco Regional Office	75	73.5%	17.5%	9.1%

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My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Securities and Exchange Commission	2,335	60.2%	19.9%	19.9%	131
Atlanta Regional Office	85	67.1%	10.3%	22.5%	5
Boston Regional Office	88	69.9%	11.8%	18.3%	5
Chicago Regional Office	124	65.5%	23.9%	10.6%	14
Denver Regional Office	60	62.1%	17.2%	20.7%	0
Ft. Worth Regional Office	77	67.3%	17.6%	15.1%	4
Headquarters	1,259	59.9%	19.8%	20.3%	65
Los Angeles Regional Office	85	59.2%	17.5%	23.3%	5
Miami Regional Office	58	53.8%	27.7%	18.5%	3
New York Regional Office	215	51.6%	23.8%	24.6%	9
Philadelphia Regional Office	75	67.8%	19.6%	12.7%	7
San Francisco Regional Office	70	75.7%	16.3%	7.9%	5

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Securities and Exchange Commission	2,218	36.9%	25.2%	37.9%	236
Atlanta Regional Office	78	33.2%	21.4%	45.3%	12
Boston Regional Office	82	41.6%	16.7%	41.7%	9
Chicago Regional Office	120	34.6%	27.7%	37.7%	18
Denver Regional Office	54	34.8%	27.7%	37.5%	5
Ft. Worth Regional Office	73	48.1%	29.7%	22.2%	8
Headquarters	1,198	39.4%	24.7%	35.9%	123
Los Angeles Regional Office	83	22.0%	22.6%	55.3%	7
Miami Regional Office	53	33.3%	29.0%	37.7%	6
New York Regional Office	210	24.1%	28.5%	47.4%	14
Philadelphia Regional Office	78	32.2%	21.1%	46.7%	4
San Francisco Regional Office	70	51.7%	21.3%	27.0%	5

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Work Unit (continued)

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,178	28.2%	26.9%	44.9%	35,600
Securities and Exchange Commission	2,063	28.4%	27.3%	44.2%	394
Atlanta Regional Office	76	32.9%	23.2%	43.9%	14
Boston Regional Office	79	26.3%	19.5%	54.2%	14
Chicago Regional Office	122	19.5%	19.6%	60.9%	14
Denver Regional Office	50	24.8%	29.4%	45.8%	10
Ft. Worth Regional Office	69	38.8%	36.9%	24.3%	12
Headquarters	1,104	31.5%	27.7%	40.8%	217
Los Angeles Regional Office	76	22.5%	19.3%	58.3%	14
Miami Regional Office	54	35.9%	25.6%	38.5%	7
New York Regional Office	182	23.9%	29.8%	46.3%	43
Philadelphia Regional Office	71	14.5%	24.3%	61.2%	8
San Francisco Regional Office	62	20.8%	35.2%	44.0%	13

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Securities and Exchange Commission	2,214	27.0%	24.6%	48.4%	247
Atlanta Regional Office	78	33.6%	26.0%	40.4%	11
Boston Regional Office	85	25.0%	26.9%	48.1%	7
Chicago Regional Office	125	18.2%	26.1%	55.7%	13
Denver Regional Office	57	21.7%	13.4%	64.9%	3
Ft. Worth Regional Office	67	40.3%	30.9%	28.8%	13
Headquarters	1,196	29.8%	24.2%	46.0%	129
Los Angeles Regional Office	82	17.3%	18.5%	64.2%	8
Miami Regional Office	56	39.0%	18.6%	42.4%	5
New York Regional Office	203	16.8%	24.8%	58.5%	21
Philadelphia Regional Office	77	18.1%	26.1%	55.8%	5
San Francisco Regional Office	64	32.0%	24.0%	44.0%	11

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Securities and Exchange Commission	2,174	37.4%	23.9%	38.7%	283
Atlanta Regional Office	80	33.8%	27.0%	39.2%	9
Boston Regional Office	89	34.9%	24.1%	41.0%	4
Chicago Regional Office	119	38.8%	24.1%	37.2%	18
Denver Regional Office	53	40.4%	16.5%	43.1%	7
Ft. Worth Regional Office	72	52.4%	27.9%	19.8%	9
Headquarters	1,175	39.1%	23.4%	37.5%	146
Los Angeles Regional Office	79	25.9%	17.4%	56.8%	10
Miami Regional Office	57	37.5%	25.3%	37.2%	4
New York Regional Office	198	27.7%	27.2%	45.1%	25
Philadelphia Regional Office	78	26.9%	27.2%	45.9%	4
San Francisco Regional Office	62	50.6%	17.3%	32.0%	13

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Securities and Exchange Commission	2,454	75.4%	11.5%	13.1%	11
Atlanta Regional Office	89	71.0%	11.4%	17.6%	1
Boston Regional Office	93	76.9%	11.4%	11.7%	0
Chicago Regional Office	138	79.0%	12.6%	8.3%	0
Denver Regional Office	59	84.5%	9.0%	6.5%	1
Ft. Worth Regional Office	80	79.9%	8.8%	11.3%	1
Headquarters	1,317	74.5%	11.4%	14.1%	7
Los Angeles Regional Office	90	69.7%	11.7%	18.6%	0
Miami Regional Office	61	77.4%	9.4%	13.2%	0
New York Regional Office	224	74.0%	14.3%	11.7%	1
Philadelphia Regional Office	82	77.3%	10.5%	12.2%	0
San Francisco Regional Office	75	84.4%	6.7%	8.9%	0

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Securities and Exchange Commission	2,276	55.7%	30.3%	14.0%	187
Atlanta Regional Office	82	53.3%	27.4%	19.4%	8
Boston Regional Office	89	50.0%	35.6%	14.4%	4
Chicago Regional Office	127	54.8%	35.6%	9.6%	11
Denver Regional Office	57	57.6%	34.2%	8.2%	3
Ft. Worth Regional Office	77	66.0%	23.7%	10.3%	4
Headquarters	1,226	58.7%	26.9%	14.4%	97
Los Angeles Regional Office	83	41.7%	38.2%	20.0%	7
Miami Regional Office	58	61.8%	28.1%	10.1%	3
New York Regional Office	198	41.7%	42.3%	16.0%	26
Philadelphia Regional Office	79	46.0%	40.8%	13.1%	3
San Francisco Regional Office	69	62.5%	27.2%	10.3%	6

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Securities and Exchange Commission	2,455	86.7%	10.9%	2.3%
Atlanta Regional Office	89	79.1%	16.8%	4.2%
Boston Regional Office	93	85.2%	11.6%	3.2%
Chicago Regional Office	138	91.7%	6.8%	1.6%
Denver Regional Office	60	90.4%	6.7%	2.9%
Ft. Worth Regional Office	81	95.3%	4.7%	0.0%
Headquarters	1,324	86.4%	10.9%	2.7%
Los Angeles Regional Office	90	84.2%	14.7%	1.1%
Miami Regional Office	61	93.8%	6.2%	0.0%
New York Regional Office	225	84.6%	13.6%	1.8%
Philadelphia Regional Office	81	85.2%	14.8%	0.0%
San Francisco Regional Office	75	88.1%	11.9%	0.0%

Securities and Exchange Commission

1st Level Subagency Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Securities and Exchange Commission	2,372	75.7%	14.6%	9.7%	69
Atlanta Regional Office	86	78.4%	8.1%	13.5%	4
Boston Regional Office	91	77.8%	12.4%	9.8%	2
Chicago Regional Office	136	82.3%	11.8%	5.9%	2
Denver Regional Office	60	81.0%	14.2%	4.8%	0
Ft. Worth Regional Office	78	84.2%	10.6%	5.2%	3
Headquarters	1,286	75.2%	14.6%	10.2%	40
Los Angeles Regional Office	88	71.9%	18.9%	9.2%	2
Miami Regional Office	60	77.4%	16.2%	6.3%	1
New York Regional Office	217	68.4%	20.3%	11.3%	7
Philadelphia Regional Office	81	77.6%	12.0%	10.4%	1
San Francisco Regional Office	74	86.6%	7.0%	6.5%	1

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Securities and Exchange Commission	2,357	39.0%	25.1%	35.9%	81
Atlanta Regional Office	84	51.2%	20.2%	28.6%	5
Boston Regional Office	90	52.2%	14.2%	33.6%	2
Chicago Regional Office	132	35.9%	28.5%	35.6%	6
Denver Regional Office	59	35.1%	28.7%	36.1%	1
Ft. Worth Regional Office	78	54.7%	28.0%	17.4%	3
Headquarters	1,281	38.2%	25.3%	36.5%	42
Los Angeles Regional Office	87	30.6%	22.2%	47.1%	3
Miami Regional Office	59	35.4%	22.4%	42.2%	2
New York Regional Office	215	34.0%	24.1%	41.9%	9
Philadelphia Regional Office	79	43.5%	26.7%	29.8%	3
San Francisco Regional Office	74	58.0%	18.3%	23.8%	1

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Agency (continued)

31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Securities and Exchange Commission	2,349	47.3%	23.4%	29.3%	81
Atlanta Regional Office	84	53.6%	16.2%	30.2%	6
Boston Regional Office	92	52.0%	20.2%	27.8%	0
Chicago Regional Office	134	42.6%	29.9%	27.5%	4
Denver Regional Office	59	48.8%	24.5%	26.7%	1
Ft. Worth Regional Office	79	57.1%	27.9%	14.9%	2
Headquarters	1,266	48.3%	22.1%	29.6%	52
Los Angeles Regional Office	87	38.0%	24.7%	37.3%	2
Miami Regional Office	57	42.2%	25.2%	32.6%	3
New York Regional Office	220	41.8%	25.8%	32.4%	3
Philadelphia Regional Office	81	44.0%	25.1%	30.9%	1
San Francisco Regional Office	72	54.8%	27.3%	17.9%	3

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Securities and Exchange Commission	2,331	37.6%	26.9%	35.5%	99
Atlanta Regional Office	84	44.2%	23.1%	32.6%	5
Boston Regional Office	90	42.3%	20.2%	37.5%	3
Chicago Regional Office	131	40.4%	25.7%	33.9%	5
Denver Regional Office	60	32.0%	30.4%	37.5%	0
Ft. Worth Regional Office	76	56.6%	24.2%	19.2%	5
Headquarters	1,268	38.7%	27.2%	34.1%	53
Los Angeles Regional Office	86	26.9%	27.5%	45.6%	4
Miami Regional Office	59	35.7%	21.1%	43.2%	2
New York Regional Office	212	31.1%	23.5%	45.4%	9
Philadelphia Regional Office	78	35.3%	26.7%	38.0%	3
San Francisco Regional Office	72	42.1%	32.0%	25.9%	2

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Securities and Exchange Commission	2,253	16.2%	23.3%	60.5%	175
Atlanta Regional Office	84	25.7%	16.7%	57.6%	4
Boston Regional Office	88	14.8%	22.1%	63.1%	5
Chicago Regional Office	131	10.5%	21.7%	67.8%	6
Denver Regional Office	57	3.6%	19.4%	77.1%	3
Ft. Worth Regional Office	73	18.3%	29.1%	52.6%	7
Headquarters	1,217	18.2%	25.2%	56.6%	99
Los Angeles Regional Office	85	9.2%	18.6%	72.2%	5
Miami Regional Office	58	18.5%	27.5%	54.0%	3
New York Regional Office	208	13.7%	18.3%	68.0%	15
Philadelphia Regional Office	78	14.3%	13.2%	72.5%	4
San Francisco Regional Office	68	17.0%	22.0%	61.1%	7

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,225	55.5%	29.2%	15.4%	29,633
Securities and Exchange Commission	2,207	59.8%	22.5%	17.7%	227
Atlanta Regional Office	84	70.4%	7.1%	22.6%	6
Boston Regional Office	87	67.6%	15.7%	16.8%	5
Chicago Regional Office	120	50.3%	27.4%	22.3%	18
Denver Regional Office	49	25.4%	34.3%	40.3%	11
Ft. Worth Regional Office	73	60.6%	24.5%	14.9%	8
Headquarters	1,193	60.4%	22.6%	16.9%	127
Los Angeles Regional Office	87	55.0%	27.1%	17.9%	4
Miami Regional Office	56	63.8%	19.1%	17.1%	5
New York Regional Office	202	65.9%	19.8%	14.3%	22
Philadelphia Regional Office	81	59.5%	21.1%	19.4%	1
San Francisco Regional Office	68	60.9%	23.1%	16.0%	7

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Securities and Exchange Commission	2,367	85.3%	10.8%	3.9%	65
Atlanta Regional Office	88	82.7%	6.4%	10.9%	2
Boston Regional Office	92	88.1%	9.8%	2.1%	0
Chicago Regional Office	132	91.2%	8.1%	0.7%	4
Denver Regional Office	60	87.8%	9.2%	3.0%	0
Ft. Worth Regional Office	74	87.5%	9.8%	2.6%	3
Headquarters	1,291	84.6%	11.7%	3.7%	35
Los Angeles Regional Office	90	81.2%	13.6%	5.2%	1
Miami Regional Office	60	87.2%	11.2%	1.6%	1
New York Regional Office	211	86.0%	8.3%	5.7%	12
Philadelphia Regional Office	82	80.6%	14.9%	4.4%	0
San Francisco Regional Office	75	97.4%	2.6%	0.0%	0

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Securities and Exchange Commission	2,368	76.8%	16.0%	7.2%	70
Atlanta Regional Office	89	69.7%	15.1%	15.2%	1
Boston Regional Office	89	82.3%	11.3%	6.4%	4
Chicago Regional Office	134	69.0%	21.2%	9.8%	4
Denver Regional Office	59	84.8%	12.1%	3.1%	1
Ft. Worth Regional Office	78	75.5%	16.1%	8.4%	3
Headquarters	1,289	77.8%	16.2%	6.0%	35
Los Angeles Regional Office	88	69.8%	19.3%	10.9%	3
Miami Regional Office	59	78.0%	18.2%	3.7%	2
New York Regional Office	215	76.7%	13.9%	9.4%	8
Philadelphia Regional Office	79	79.1%	14.7%	6.2%	3
San Francisco Regional Office	75	88.3%	10.4%	1.3%	0

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Securities and Exchange Commission	2,189	47.5%	22.6%	29.9%	238
Atlanta Regional Office	80	52.4%	18.6%	29.0%	10
Boston Regional Office	83	60.9%	16.4%	22.7%	8
Chicago Regional Office	120	56.5%	19.0%	24.4%	17
Denver Regional Office	52	57.8%	16.7%	25.4%	8
Ft. Worth Regional Office	73	58.0%	20.3%	21.7%	7
Headquarters	1,189	46.5%	24.0%	29.5%	128
Los Angeles Regional Office	80	37.3%	20.0%	42.7%	10
Miami Regional Office	58	36.3%	26.0%	37.7%	3
New York Regional Office	199	43.3%	22.0%	34.7%	25
Philadelphia Regional Office	76	42.5%	11.9%	45.7%	5
San Francisco Regional Office	69	62.4%	20.3%	17.4%	6

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	347,433	65.2%	20.2%	14.6%	33,840
Securities and Exchange Commission	2,068	65.7%	19.9%	14.4%	364
Atlanta Regional Office	74	60.5%	14.2%	25.3%	16
Boston Regional Office	80	73.7%	13.1%	13.2%	12
Chicago Regional Office	115	71.5%	15.5%	13.0%	22
Denver Regional Office	49	68.7%	19.7%	11.6%	10
Ft. Worth Regional Office	68	78.2%	13.1%	8.7%	13
Headquarters	1,131	64.4%	20.7%	14.9%	192
Los Angeles Regional Office	80	65.7%	16.6%	17.7%	11
Miami Regional Office	52	53.5%	33.8%	12.7%	8
New York Regional Office	179	68.3%	19.6%	12.2%	46
Philadelphia Regional Office	74	70.2%	13.9%	15.8%	8
San Francisco Regional Office	66	77.6%	18.2%	4.2%	8

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Securities and Exchange Commission	2,391	76.2%	16.5%	7.3%	41
Atlanta Regional Office	87	83.2%	10.5%	6.4%	3
Boston Regional Office	93	78.0%	11.5%	10.5%	0
Chicago Regional Office	137	88.0%	9.8%	2.3%	1
Denver Regional Office	60	77.8%	15.9%	6.3%	0
Ft. Worth Regional Office	81	81.1%	16.4%	2.5%	0
Headquarters	1,293	74.9%	17.3%	7.8%	27
Los Angeles Regional Office	89	69.3%	21.0%	9.7%	1
Miami Regional Office	58	79.6%	11.5%	8.9%	1
New York Regional Office	219	73.1%	21.1%	5.8%	5
Philadelphia Regional Office	81	72.9%	15.2%	11.9%	0
San Francisco Regional Office	73	83.7%	10.6%	5.7%	2

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Securities and Exchange Commission	2,431	68.8%	17.9%	13.3%
Atlanta Regional Office	90	68.6%	16.5%	14.9%
Boston Regional Office	92	74.8%	10.4%	14.7%
Chicago Regional Office	138	75.8%	14.3%	10.0%
Denver Regional Office	60	69.4%	14.7%	16.0%
Ft. Worth Regional Office	81	82.0%	13.3%	4.7%
Headquarters	1,324	67.8%	18.3%	13.9%
Los Angeles Regional Office	90	64.3%	17.2%	18.5%
Miami Regional Office	61	68.1%	18.8%	13.1%
New York Regional Office	224	62.3%	22.6%	15.1%
Philadelphia Regional Office	82	73.6%	16.3%	10.1%
San Francisco Regional Office	75	80.8%	10.3%	8.9%

Securities and Exchange Commission

1st Level Subagency Comparison Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,655	38.1%	28.5%	33.4%	33,370
Securities and Exchange Commission	2,205	46.2%	25.5%	28.2%	231
Atlanta Regional Office	82	51.8%	16.9%	31.3%	8
Boston Regional Office	84	49.8%	24.9%	25.3%	9
Chicago Regional Office	130	46.7%	24.7%	28.6%	7
Denver Regional Office	57	29.9%	30.4%	39.7%	3
Ft. Worth Regional Office	74	50.2%	30.7%	19.1%	7
Headquarters	1,208	48.2%	25.4%	26.4%	119
Los Angeles Regional Office	77	35.5%	24.1%	40.4%	13
Miami Regional Office	58	46.5%	26.2%	27.3%	3
New York Regional Office	187	37.3%	25.9%	36.8%	37
Philadelphia Regional Office	77	51.6%	27.1%	21.2%	5
San Francisco Regional Office	67	51.8%	24.9%	23.3%	8

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Securities and Exchange Commission	2,414	85.6%	6.4%	7.9%	12
Atlanta Regional Office	89	92.2%	4.5%	3.4%	0
Boston Regional Office	92	89.2%	4.4%	6.4%	0
Chicago Regional Office	138	88.1%	5.4%	6.6%	0
Denver Regional Office	60	81.0%	11.3%	7.7%	0
Ft. Worth Regional Office	81	92.8%	6.1%	1.1%	0
Headquarters	1,320	85.1%	6.1%	8.8%	6
Los Angeles Regional Office	88	82.4%	6.8%	10.8%	1
Miami Regional Office	61	89.0%	7.4%	3.5%	0
New York Regional Office	223	79.2%	9.9%	10.9%	1
Philadelphia Regional Office	80	92.9%	2.5%	4.6%	2
San Francisco Regional Office	75	89.4%	7.9%	2.7%	0

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
Securities and Exchange Commission	2,420	66.7%	15.8%	17.5%	8
Atlanta Regional Office	90	75.0%	9.8%	15.2%	0
Boston Regional Office	92	68.0%	14.9%	17.1%	0
Chicago Regional Office	138	69.0%	15.2%	15.7%	0
Denver Regional Office	60	61.3%	16.2%	22.5%	0
Ft. Worth Regional Office	81	72.7%	18.4%	8.9%	0
Headquarters	1,320	66.4%	15.0%	18.7%	4
Los Angeles Regional Office	90	65.1%	14.3%	20.6%	1
Miami Regional Office	61	66.4%	21.0%	12.7%	0
New York Regional Office	224	64.7%	20.0%	15.3%	1
Philadelphia Regional Office	82	67.3%	15.0%	17.7%	0
San Francisco Regional Office	75	69.5%	13.6%	16.9%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Securities and Exchange Commission	2,392	60.2%	17.9%	21.9%	18
Atlanta Regional Office	87	68.1%	13.5%	18.4%	0
Boston Regional Office	93	61.1%	14.6%	24.3%	0
Chicago Regional Office	136	51.8%	19.1%	29.0%	1
Denver Regional Office	59	57.6%	15.8%	26.6%	0
Ft. Worth Regional Office	80	73.8%	10.9%	15.2%	1
Headquarters	1,306	61.0%	17.9%	21.1%	12
Los Angeles Regional Office	90	52.6%	17.8%	29.5%	0
Miami Regional Office	61	66.4%	16.1%	17.4%	0
New York Regional Office	220	51.0%	22.8%	26.3%	1
Philadelphia Regional Office	81	67.2%	16.6%	16.2%	1
San Francisco Regional Office	74	65.7%	16.7%	17.7%	1

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Supervisor (continued)

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Securities and Exchange Commission	2,072	71.4%	19.5%	9.1%	353
Atlanta Regional Office	82	73.7%	14.1%	12.2%	8
Boston Regional Office	78	72.0%	16.8%	11.1%	15
Chicago Regional Office	112	65.7%	24.7%	9.7%	25
Denver Regional Office	49	58.5%	26.6%	14.9%	11
Ft. Worth Regional Office	74	74.5%	18.4%	7.1%	7
Headquarters	1,144	72.8%	18.7%	8.5%	179
Los Angeles Regional Office	80	65.7%	21.0%	13.4%	11
Miami Regional Office	55	69.9%	20.9%	9.2%	6
New York Regional Office	179	71.9%	19.7%	8.4%	46
Philadelphia Regional Office	72	73.2%	20.2%	6.6%	9
San Francisco Regional Office	59	69.8%	21.3%	8.8%	16

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Securities and Exchange Commission	2,408	61.3%	16.9%	21.8%	11
Atlanta Regional Office	89	68.4%	12.2%	19.4%	0
Boston Regional Office	92	59.8%	14.6%	25.6%	0
Chicago Regional Office	138	55.3%	17.8%	26.8%	0
Denver Regional Office	60	56.3%	17.1%	26.6%	0
Ft. Worth Regional Office	80	68.7%	16.3%	15.0%	0
Headquarters	1,315	61.1%	17.0%	21.9%	7
Los Angeles Regional Office	90	63.8%	12.2%	24.0%	0
Miami Regional Office	61	69.8%	14.5%	15.8%	0
New York Regional Office	222	58.2%	17.5%	24.3%	1
Philadelphia Regional Office	80	63.1%	20.0%	16.9%	1
San Francisco Regional Office	75	64.8%	18.5%	16.7%	0

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Securities and Exchange Commission	2,364	67.8%	17.0%	15.1%	58
Atlanta Regional Office	87	71.6%	14.8%	13.5%	3
Boston Regional Office	89	66.7%	15.6%	17.7%	4
Chicago Regional Office	133	63.5%	17.7%	18.8%	5
Denver Regional Office	56	67.3%	13.9%	18.8%	4
Ft. Worth Regional Office	79	81.0%	13.6%	5.4%	1
Headquarters	1,292	68.4%	16.8%	14.8%	30
Los Angeles Regional Office	89	59.6%	19.8%	20.7%	0
Miami Regional Office	58	59.5%	25.6%	14.9%	1
New York Regional Office	219	62.4%	19.8%	17.8%	6
Philadelphia Regional Office	81	77.9%	13.6%	8.5%	1
San Francisco Regional Office	74	71.6%	16.2%	12.2%	1

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Securities and Exchange Commission	2,419	78.5%	10.1%	11.4%
Atlanta Regional Office	90	78.3%	7.6%	14.1%
Boston Regional Office	92	79.7%	6.3%	14.0%
Chicago Regional Office	137	78.5%	12.1%	9.4%
Denver Regional Office	60	67.6%	13.9%	18.5%
Ft. Worth Regional Office	81	84.9%	7.4%	7.7%
Headquarters	1,321	79.5%	9.6%	10.9%
Los Angeles Regional Office	91	73.1%	9.4%	17.6%
Miami Regional Office	61	72.6%	16.1%	11.4%
New York Regional Office	225	75.6%	12.9%	11.5%
Philadelphia Regional Office	82	82.2%	7.7%	10.1%
San Francisco Regional Office	75	80.2%	8.7%	11.1%

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Supervisor (continued)

49. *My supervisor treats me with respect.*

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Securities and Exchange Commission	2,410	82.9%	8.7%	8.4%
Atlanta Regional Office	90	87.0%	5.6%	7.4%
Boston Regional Office	92	83.1%	5.2%	11.7%
Chicago Regional Office	138	81.3%	10.2%	8.5%
Denver Regional Office	60	73.6%	11.5%	14.8%
Ft. Worth Regional Office	81	87.3%	8.6%	4.1%
Headquarters	1,317	83.4%	8.3%	8.3%
Los Angeles Regional Office	91	79.4%	9.5%	11.1%
Miami Regional Office	60	75.0%	18.3%	6.7%
New York Regional Office	223	80.5%	10.0%	9.5%
Philadelphia Regional Office	82	90.0%	4.5%	5.5%
San Francisco Regional Office	75	85.6%	10.2%	4.2%

50. *In the last six months, my supervisor has talked with me about my performance.*

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Securities and Exchange Commission	2,416	86.8%	5.8%	7.5%
Atlanta Regional Office	89	91.2%	2.2%	6.6%
Boston Regional Office	93	85.0%	7.7%	7.3%
Chicago Regional Office	138	88.5%	4.9%	6.6%
Denver Regional Office	60	91.6%	6.3%	2.1%
Ft. Worth Regional Office	81	89.0%	3.6%	7.5%
Headquarters	1,319	85.6%	6.3%	8.1%
Los Angeles Regional Office	90	91.3%	3.1%	5.6%
Miami Regional Office	61	87.7%	9.2%	3.2%
New York Regional Office	224	86.6%	5.6%	7.8%
Philadelphia Regional Office	82	86.2%	4.6%	9.2%
San Francisco Regional Office	75	91.0%	5.0%	4.0%

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Securities and Exchange Commission	2,423	68.6%	15.3%	16.2%
Atlanta Regional Office	90	66.0%	15.3%	18.7%
Boston Regional Office	93	73.8%	6.2%	20.0%
Chicago Regional Office	138	69.2%	15.8%	15.0%
Denver Regional Office	60	65.1%	17.0%	17.9%
Ft. Worth Regional Office	81	83.6%	9.8%	6.5%
Headquarters	1,324	69.0%	15.0%	16.0%
Los Angeles Regional Office	91	61.8%	14.3%	23.9%
Miami Regional Office	61	65.9%	19.1%	15.0%
New York Regional Office	224	62.1%	20.2%	17.7%
Philadelphia Regional Office	82	73.8%	13.6%	12.5%
San Francisco Regional Office	75	70.6%	14.7%	14.6%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Securities and Exchange Commission	2,419	72.0%	16.8%	11.3%
Atlanta Regional Office	90	73.1%	14.7%	12.1%
Boston Regional Office	91	68.5%	17.4%	14.1%
Chicago Regional Office	138	68.2%	21.2%	10.6%
Denver Regional Office	59	71.1%	12.9%	16.0%
Ft. Worth Regional Office	81	84.1%	11.8%	4.1%
Headquarters	1,325	72.5%	16.1%	11.4%
Los Angeles Regional Office	91	63.6%	14.9%	21.5%
Miami Regional Office	61	69.0%	23.0%	8.0%
New York Regional Office	225	69.0%	20.5%	10.5%
Philadelphia Regional Office	82	77.9%	15.3%	6.8%
San Francisco Regional Office	75	73.3%	16.7%	10.0%

Securities and Exchange Commission

1st Level Subagency Comparison Report

Leadership

53. *In my organization, senior leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Securities and Exchange Commission	2,360	42.1%	22.7%	35.2%	46
Atlanta Regional Office	86	45.4%	20.1%	34.5%	4
Boston Regional Office	93	54.7%	14.9%	30.4%	0
Chicago Regional Office	134	46.1%	26.4%	27.5%	4
Denver Regional Office	58	32.2%	24.1%	43.7%	1
Ft. Worth Regional Office	81	65.5%	17.3%	17.2%	0
Headquarters	1,304	41.6%	22.5%	35.9%	19
Los Angeles Regional Office	90	33.0%	30.0%	37.0%	0
Miami Regional Office	59	40.2%	23.7%	36.0%	2
New York Regional Office	217	31.7%	25.7%	42.6%	7
Philadelphia Regional Office	81	45.4%	20.7%	33.9%	1
San Francisco Regional Office	73	58.7%	15.9%	25.4%	2

54. *My organization's senior leaders maintain high standards of honesty and integrity.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Securities and Exchange Commission	2,215	57.2%	22.0%	20.7%	193
Atlanta Regional Office	86	51.3%	14.6%	34.1%	4
Boston Regional Office	90	67.0%	14.6%	18.4%	2
Chicago Regional Office	125	71.8%	21.1%	7.1%	13
Denver Regional Office	54	62.4%	22.2%	15.3%	6
Ft. Worth Regional Office	77	72.5%	15.6%	12.0%	4
Headquarters	1,212	55.4%	23.1%	21.4%	111
Los Angeles Regional Office	85	56.6%	17.8%	25.7%	4
Miami Regional Office	56	54.1%	20.1%	25.8%	5
New York Regional Office	205	53.6%	21.4%	25.0%	20
Philadelphia Regional Office	76	59.7%	24.1%	16.2%	6
San Francisco Regional Office	70	68.0%	22.5%	9.5%	5

Securities and Exchange Commission 1st Level Subagency Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Securities and Exchange Commission	2,151	62.8%	20.1%	17.1%	242
Atlanta Regional Office	81	60.3%	18.2%	21.5%	8
Boston Regional Office	82	62.8%	19.5%	17.7%	10
Chicago Regional Office	121	63.9%	18.9%	17.2%	16
Denver Regional Office	52	57.2%	23.2%	19.6%	8
Ft. Worth Regional Office	74	76.7%	18.3%	5.0%	6
Headquarters	1,184	62.4%	20.0%	17.7%	131
Los Angeles Regional Office	81	55.3%	19.9%	24.8%	9
Miami Regional Office	56	62.4%	18.6%	19.0%	5
New York Regional Office	195	67.5%	19.3%	13.2%	28
Philadelphia Regional Office	76	71.7%	17.4%	10.9%	6
San Francisco Regional Office	68	70.3%	19.9%	9.8%	7

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Securities and Exchange Commission	2,363	56.9%	20.0%	23.2%	44
Atlanta Regional Office	85	65.9%	17.1%	17.0%	5
Boston Regional Office	92	64.6%	17.9%	17.4%	1
Chicago Regional Office	136	57.1%	19.7%	23.2%	2
Denver Regional Office	58	56.2%	20.3%	23.5%	1
Ft. Worth Regional Office	81	72.5%	14.8%	12.6%	0
Headquarters	1,306	55.3%	20.4%	24.3%	18
Los Angeles Regional Office	88	56.8%	16.7%	26.5%	1
Miami Regional Office	58	59.5%	20.1%	20.3%	3
New York Regional Office	218	51.4%	22.6%	25.9%	7
Philadelphia Regional Office	80	66.3%	16.7%	17.1%	2
San Francisco Regional Office	72	63.1%	18.7%	18.1%	3

Securities and Exchange Commission 1st Level Subagency Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Securities and Exchange Commission	2,101	57.9%	23.1%	19.0%	304
Atlanta Regional Office	75	68.9%	15.7%	15.5%	15
Boston Regional Office	83	67.3%	16.6%	16.1%	10
Chicago Regional Office	115	57.0%	25.8%	17.2%	23
Denver Regional Office	52	64.6%	20.5%	14.9%	8
Ft. Worth Regional Office	72	79.1%	14.2%	6.7%	9
Headquarters	1,176	55.7%	23.7%	20.5%	146
Los Angeles Regional Office	86	57.3%	20.5%	22.1%	4
Miami Regional Office	53	53.8%	32.8%	13.3%	8
New York Regional Office	181	53.3%	27.8%	18.8%	43
Philadelphia Regional Office	70	67.2%	18.2%	14.5%	11
San Francisco Regional Office	63	74.6%	13.9%	11.5%	11

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Securities and Exchange Commission	2,286	52.2%	21.8%	26.0%	119
Atlanta Regional Office	82	61.0%	22.6%	16.3%	8
Boston Regional Office	89	59.3%	16.9%	23.8%	4
Chicago Regional Office	129	56.6%	19.1%	24.3%	9
Denver Regional Office	58	46.6%	30.0%	23.4%	2
Ft. Worth Regional Office	80	67.3%	19.5%	13.2%	0
Headquarters	1,263	50.1%	21.2%	28.8%	57
Los Angeles Regional Office	87	49.5%	22.2%	28.3%	4
Miami Regional Office	59	48.6%	14.9%	36.6%	2
New York Regional Office	202	51.1%	28.0%	20.9%	22
Philadelphia Regional Office	80	66.3%	14.2%	19.5%	2
San Francisco Regional Office	71	65.1%	20.5%	14.4%	4

Securities and Exchange Commission 1st Level Subagency Comparison Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Securities and Exchange Commission	2,298	56.6%	20.5%	22.9%	109
Atlanta Regional Office	81	67.4%	14.5%	18.1%	8
Boston Regional Office	89	66.0%	16.6%	17.4%	4
Chicago Regional Office	129	63.6%	14.4%	22.1%	9
Denver Regional Office	56	58.8%	23.9%	17.3%	4
Ft. Worth Regional Office	80	67.5%	19.7%	12.8%	1
Headquarters	1,268	54.2%	20.8%	25.0%	54
Los Angeles Regional Office	89	54.3%	16.9%	28.8%	2
Miami Regional Office	58	49.3%	23.4%	27.4%	3
New York Regional Office	207	58.7%	20.4%	20.9%	18
Philadelphia Regional Office	80	64.7%	18.8%	16.5%	1
San Francisco Regional Office	74	69.4%	17.1%	13.6%	1

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
Securities and Exchange Commission	2,237	62.2%	20.2%	17.6%	165
Atlanta Regional Office	84	54.8%	21.8%	23.4%	6
Boston Regional Office	91	64.4%	14.4%	21.3%	2
Chicago Regional Office	126	68.0%	21.2%	10.8%	12
Denver Regional Office	56	54.3%	29.2%	16.5%	4
Ft. Worth Regional Office	78	83.5%	10.7%	5.8%	3
Headquarters	1,239	62.4%	19.3%	18.3%	86
Los Angeles Regional Office	81	53.1%	23.1%	23.8%	9
Miami Regional Office	58	56.0%	30.5%	13.5%	2
New York Regional Office	209	59.2%	19.8%	21.0%	16
Philadelphia Regional Office	72	62.9%	24.1%	13.0%	10
San Francisco Regional Office	70	71.1%	24.0%	4.9%	5

Securities and Exchange Commission 1st Level Subagency Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Securities and Exchange Commission	2,366	54.8%	21.9%	23.4%	29
Atlanta Regional Office	89	52.5%	14.2%	33.3%	1
Boston Regional Office	92	59.3%	18.4%	22.4%	1
Chicago Regional Office	136	59.7%	24.2%	16.1%	2
Denver Regional Office	58	53.7%	26.6%	19.6%	2
Ft. Worth Regional Office	80	73.4%	17.2%	9.4%	1
Headquarters	1,305	54.0%	22.3%	23.8%	14
Los Angeles Regional Office	89	46.8%	20.2%	33.0%	1
Miami Regional Office	60	54.3%	18.3%	27.4%	0
New York Regional Office	219	49.9%	24.5%	25.6%	6
Philadelphia Regional Office	82	61.3%	19.7%	19.1%	0
San Francisco Regional Office	75	67.5%	18.2%	14.3%	0

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Securities and Exchange Commission	2,230	63.5%	20.3%	16.2%	170
Atlanta Regional Office	86	75.5%	15.6%	8.9%	4
Boston Regional Office	90	73.0%	16.3%	10.7%	2
Chicago Regional Office	129	65.9%	24.4%	9.7%	9
Denver Regional Office	53	56.4%	20.0%	23.7%	7
Ft. Worth Regional Office	78	78.6%	17.4%	3.9%	3
Headquarters	1,223	62.8%	20.5%	16.7%	100
Los Angeles Regional Office	84	60.5%	14.8%	24.7%	6
Miami Regional Office	57	72.8%	15.4%	11.8%	4
New York Regional Office	209	50.9%	20.4%	28.7%	16
Philadelphia Regional Office	79	71.4%	22.2%	6.4%	3
San Francisco Regional Office	72	72.9%	19.0%	8.1%	3

Securities and Exchange Commission

1st Level Subagency Comparison Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Securities and Exchange Commission	2,382	50.7%	22.1%	27.2%
Atlanta Regional Office	89	64.0%	16.3%	19.8%
Boston Regional Office	93	54.1%	18.2%	27.7%
Chicago Regional Office	138	52.1%	22.2%	25.7%
Denver Regional Office	59	48.5%	21.9%	29.5%
Ft. Worth Regional Office	81	68.9%	16.4%	14.6%
Headquarters	1,324	50.7%	21.1%	28.2%
Los Angeles Regional Office	90	42.0%	23.2%	34.8%
Miami Regional Office	61	51.9%	29.3%	18.8%
New York Regional Office	224	46.0%	26.9%	27.1%
Philadelphia Regional Office	82	45.0%	27.4%	27.6%
San Francisco Regional Office	75	54.4%	26.5%	19.1%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	375,120	45.6%	24.5%	29.9%
Securities and Exchange Commission	2,379	48.8%	23.2%	28.0%
Atlanta Regional Office	90	60.8%	13.2%	26.0%
Boston Regional Office	92	49.8%	27.9%	22.3%
Chicago Regional Office	137	51.3%	29.8%	18.8%
Denver Regional Office	59	62.7%	13.0%	24.3%
Ft. Worth Regional Office	81	69.3%	14.9%	15.8%
Headquarters	1,322	47.6%	22.9%	29.4%
Los Angeles Regional Office	89	41.9%	21.4%	36.7%
Miami Regional Office	61	50.3%	15.7%	34.0%
New York Regional Office	224	40.2%	28.9%	30.9%
Philadelphia Regional Office	82	52.6%	26.2%	21.2%
San Francisco Regional Office	75	66.6%	18.0%	15.4%

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Securities and Exchange Commission	2,377	46.7%	21.9%	31.4%
Atlanta Regional Office	90	53.0%	20.5%	26.5%
Boston Regional Office	93	50.5%	18.6%	31.0%
Chicago Regional Office	138	46.0%	21.9%	32.1%
Denver Regional Office	59	40.1%	26.4%	33.5%
Ft. Worth Regional Office	81	62.3%	22.9%	14.8%
Headquarters	1,320	46.9%	21.9%	31.1%
Los Angeles Regional Office	89	43.8%	15.5%	40.7%
Miami Regional Office	61	50.2%	20.8%	29.0%
New York Regional Office	223	40.6%	24.7%	34.7%
Philadelphia Regional Office	82	43.7%	20.7%	35.6%
San Francisco Regional Office	75	63.9%	14.9%	21.2%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Securities and Exchange Commission	2,378	42.9%	29.9%	27.2%
Atlanta Regional Office	89	48.4%	19.8%	31.8%
Boston Regional Office	92	52.0%	21.6%	26.4%
Chicago Regional Office	138	43.9%	39.7%	16.5%
Denver Regional Office	59	38.9%	35.4%	25.8%
Ft. Worth Regional Office	81	62.8%	22.8%	14.4%
Headquarters	1,323	42.8%	29.1%	28.2%
Los Angeles Regional Office	90	39.9%	26.5%	33.6%
Miami Regional Office	61	45.4%	26.1%	28.6%
New York Regional Office	223	30.4%	35.9%	33.6%
Philadelphia Regional Office	82	43.9%	30.6%	25.5%
San Francisco Regional Office	74	64.3%	25.0%	10.7%

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Securities and Exchange Commission	2,376	29.0%	28.2%	42.8%
Atlanta Regional Office	90	34.5%	29.5%	36.0%
Boston Regional Office	93	30.9%	26.3%	42.8%
Chicago Regional Office	138	23.1%	27.3%	49.6%
Denver Regional Office	60	17.0%	31.2%	51.8%
Ft. Worth Regional Office	81	38.8%	26.9%	34.4%
Headquarters	1,319	31.3%	28.3%	40.5%
Los Angeles Regional Office	89	20.1%	27.8%	52.1%
Miami Regional Office	61	26.8%	23.4%	49.8%
New York Regional Office	223	19.1%	32.6%	48.3%
Philadelphia Regional Office	82	32.0%	24.2%	43.8%
San Francisco Regional Office	74	43.4%	20.4%	36.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Securities and Exchange Commission	2,376	57.1%	25.5%	17.3%
Atlanta Regional Office	90	65.6%	21.3%	13.1%
Boston Regional Office	93	49.2%	26.8%	24.0%
Chicago Regional Office	138	43.0%	28.8%	28.1%
Denver Regional Office	59	55.2%	29.9%	14.9%
Ft. Worth Regional Office	81	59.7%	21.9%	18.5%
Headquarters	1,316	60.0%	24.0%	16.0%
Los Angeles Regional Office	90	55.9%	27.0%	17.1%
Miami Regional Office	61	50.0%	25.6%	24.4%
New York Regional Office	225	53.2%	28.7%	18.2%
Philadelphia Regional Office	82	52.7%	29.0%	18.3%
San Francisco Regional Office	75	63.2%	26.7%	10.1%

Securities and Exchange Commission 1st Level Subagency Comparison Report

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Securities and Exchange Commission	2,372	68.4%	17.0%	14.6%
Atlanta Regional Office	88	73.1%	14.9%	12.0%
Boston Regional Office	92	71.5%	12.3%	16.2%
Chicago Regional Office	137	72.2%	20.5%	7.3%
Denver Regional Office	60	63.7%	16.9%	19.5%
Ft. Worth Regional Office	81	85.1%	8.7%	6.1%
Headquarters	1,318	67.9%	16.3%	15.8%
Los Angeles Regional Office	90	65.9%	16.6%	17.5%
Miami Regional Office	61	64.7%	19.2%	16.1%
New York Regional Office	223	64.0%	21.6%	14.4%
Philadelphia Regional Office	82	75.0%	13.3%	11.7%
San Francisco Regional Office	75	80.0%	14.6%	5.4%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Securities and Exchange Commission	2,376	62.3%	16.0%	21.7%
Atlanta Regional Office	90	66.9%	8.5%	24.6%
Boston Regional Office	92	66.1%	14.9%	19.1%
Chicago Regional Office	138	68.1%	10.3%	21.6%
Denver Regional Office	60	52.3%	19.2%	28.6%
Ft. Worth Regional Office	81	61.7%	20.5%	17.8%
Headquarters	1,319	63.5%	16.0%	20.5%
Los Angeles Regional Office	90	56.9%	15.3%	27.8%
Miami Regional Office	60	58.9%	14.4%	26.7%
New York Regional Office	225	53.3%	21.9%	24.8%
Philadelphia Regional Office	82	62.0%	16.3%	21.7%
San Francisco Regional Office	75	74.7%	10.6%	14.7%

Securities and Exchange Commission

1st Level Subagency Comparison Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Securities and Exchange Commission	2,381	60.9%	22.2%	16.9%
Atlanta Regional Office	90	63.1%	21.9%	15.0%
Boston Regional Office	92	70.3%	9.9%	19.8%
Chicago Regional Office	138	66.4%	25.6%	8.0%
Denver Regional Office	60	61.1%	19.7%	19.2%
Ft. Worth Regional Office	81	76.1%	17.5%	6.4%
Headquarters	1,325	59.7%	21.9%	18.4%
Los Angeles Regional Office	90	56.2%	25.8%	18.0%
Miami Regional Office	60	65.8%	19.2%	15.0%
New York Regional Office	225	55.8%	27.7%	16.5%
Philadelphia Regional Office	82	63.4%	20.6%	16.0%
San Francisco Regional Office	75	75.2%	19.1%	5.7%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Securities and Exchange Commission	2,373	82.0%	2.7%	7.7%	7.7%
Atlanta Regional Office	90	91.9%	2.4%	3.3%	2.4%
Boston Regional Office	92	90.7%	2.3%	1.9%	5.1%
Chicago Regional Office	138	88.5%	0.0%	8.0%	3.5%
Denver Regional Office	60	89.6%	0.0%	4.7%	5.6%
Ft. Worth Regional Office	81	96.3%	0.0%	2.6%	1.0%
Headquarters	1,318	79.9%	3.4%	8.5%	8.2%
Los Angeles Regional Office	91	83.8%	0.0%	6.8%	9.4%
Miami Regional Office	60	72.4%	3.2%	17.9%	6.5%
New York Regional Office	224	74.4%	3.0%	9.3%	13.3%
Philadelphia Regional Office	82	89.5%	3.7%	2.5%	4.4%
San Francisco Regional Office	75	90.5%	1.5%	2.7%	5.3%

Securities and Exchange Commission 1st Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
Securities and Exchange Commission	2,367	8.6%	31.7%	10.6%	29.0%
Atlanta Regional Office	90	11.0%	26.1%	12.4%	37.0%
Boston Regional Office	91	9.9%	31.3%	21.1%	26.5%
Chicago Regional Office	138	4.4%	40.1%	17.8%	29.0%
Denver Regional Office	60	1.8%	18.4%	18.6%	48.9%
Ft. Worth Regional Office	80	2.8%	26.0%	14.0%	45.7%
Headquarters	1,316	9.7%	31.8%	9.7%	27.0%
Los Angeles Regional Office	90	16.9%	37.1%	4.8%	20.7%
Miami Regional Office	61	3.6%	53.4%	7.8%	17.6%
New York Regional Office	224	3.5%	27.4%	7.6%	33.5%
Philadelphia Regional Office	80	20.8%	39.0%	7.2%	22.5%
San Francisco Regional Office	75	0.0%	30.2%	7.9%	40.2%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
Securities and Exchange Commission	2,367	1.4%	0.8%	3.2%	14.8%
Atlanta Regional Office	90	1.4%	0.0%	1.1%	11.0%
Boston Regional Office	91	0.0%	0.9%	2.2%	7.9%
Chicago Regional Office	138	1.3%	0.0%	0.7%	6.7%
Denver Regional Office	60	1.4%	0.0%	0.0%	10.9%
Ft. Worth Regional Office	80	0.0%	0.0%	0.0%	11.4%
Headquarters	1,316	1.4%	1.0%	4.0%	15.4%
Los Angeles Regional Office	90	1.0%	0.9%	0.0%	18.6%
Miami Regional Office	61	3.1%	0.0%	4.7%	9.8%
New York Regional Office	224	1.2%	0.8%	4.1%	21.9%
Philadelphia Regional Office	80	2.3%	0.0%	1.0%	7.2%
San Francisco Regional Office	75	2.5%	2.4%	1.5%	15.2%

Securities and Exchange Commission 1st Level Subagency Comparison Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	372,726	33.0%	45.2%	21.8%
Securities and Exchange Commission	2,369	54.5%	43.9%	1.6%
Atlanta Regional Office	90	62.0%	38.0%	0.0%
Boston Regional Office	92	61.3%	36.6%	2.1%
Chicago Regional Office	136	63.4%	35.0%	1.6%
Denver Regional Office	60	53.0%	47.0%	0.0%
Ft. Worth Regional Office	79	66.4%	33.6%	0.0%
Headquarters	1,318	50.1%	48.4%	1.6%
Los Angeles Regional Office	91	71.6%	26.3%	2.1%
Miami Regional Office	61	66.5%	33.5%	0.0%
New York Regional Office	225	65.8%	31.9%	2.3%
Philadelphia Regional Office	81	36.7%	60.0%	3.3%
San Francisco Regional Office	75	44.1%	54.4%	1.5%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	371,495	28.0%	59.9%	12.2%
Securities and Exchange Commission	2,364	25.7%	69.4%	4.9%
Atlanta Regional Office	89	19.0%	74.4%	6.6%
Boston Regional Office	93	18.2%	78.6%	3.2%
Chicago Regional Office	137	3.4%	80.7%	15.9%
Denver Regional Office	60	14.8%	75.9%	9.3%
Ft. Worth Regional Office	79	20.6%	74.6%	4.8%
Headquarters	1,315	33.8%	65.0%	1.2%
Los Angeles Regional Office	91	4.3%	79.6%	16.1%
Miami Regional Office	61	22.4%	69.8%	7.8%
New York Regional Office	223	9.2%	73.9%	16.8%
Philadelphia Regional Office	81	16.0%	82.7%	1.3%
San Francisco Regional Office	74	37.5%	61.1%	1.4%

Securities and Exchange Commission 1st Level Subagency Comparison Report

Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Securities and Exchange Commission	2,342	8.3%	89.3%	2.4%
Atlanta Regional Office	89	9.1%	89.9%	1.0%
Boston Regional Office	92	3.0%	94.7%	2.3%
Chicago Regional Office	137	4.1%	92.7%	3.2%
Denver Regional Office	58	8.2%	89.8%	2.0%
Ft. Worth Regional Office	78	6.7%	92.1%	1.2%
Headquarters	1,300	10.2%	88.5%	1.3%
Los Angeles Regional Office	91	10.6%	80.5%	8.9%
Miami Regional Office	59	3.7%	91.4%	4.9%
New York Regional Office	223	4.3%	90.6%	5.1%
Philadelphia Regional Office	81	3.6%	91.6%	4.7%
San Francisco Regional Office	74	5.2%	90.6%	4.2%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	372,753	3.9%	78.7%	17.4%
Securities and Exchange Commission	2,366	8.0%	86.6%	5.4%
Atlanta Regional Office	90	14.9%	75.8%	9.3%
Boston Regional Office	93	7.1%	89.9%	3.0%
Chicago Regional Office	138	8.0%	83.6%	8.5%
Denver Regional Office	59	8.1%	83.7%	8.2%
Ft. Worth Regional Office	79	5.4%	87.1%	7.5%
Headquarters	1,318	8.0%	89.2%	2.9%
Los Angeles Regional Office	91	8.9%	72.7%	18.4%
Miami Regional Office	61	3.1%	87.4%	9.5%
New York Regional Office	221	5.9%	86.0%	8.1%
Philadelphia Regional Office	82	2.5%	80.1%	17.4%
San Francisco Regional Office	75	15.0%	80.6%	4.4%

Securities and Exchange Commission 1st Level Subagency Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	373,277	2.5%	79.8%	17.7%
Securities and Exchange Commission	2,366	2.9%	92.4%	4.7%
Atlanta Regional Office	89	5.6%	88.7%	5.7%
Boston Regional Office	92	0.9%	95.1%	4.0%
Chicago Regional Office	138	1.4%	91.3%	7.3%
Denver Regional Office	59	1.4%	92.0%	6.6%
Ft. Worth Regional Office	80	1.4%	93.9%	4.7%
Headquarters	1,317	3.4%	93.9%	2.8%
Los Angeles Regional Office	90	5.7%	79.5%	14.8%
Miami Regional Office	61	0.0%	90.5%	9.5%
New York Regional Office	223	2.2%	89.4%	8.3%
Philadelphia Regional Office	82	3.7%	87.3%	9.0%
San Francisco Regional Office	75	1.2%	95.1%	3.8%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Securities and Exchange Commission	1,864	87.6%	7.8%	4.6%	25
Atlanta Regional Office	78	88.8%	7.3%	3.9%	0
Boston Regional Office	79	91.3%	3.6%	5.1%	3
Chicago Regional Office	126	89.4%	7.1%	3.5%	0
Denver Regional Office	50	73.6%	11.0%	15.4%	1
Ft. Worth Regional Office	72	84.4%	11.5%	4.2%	0
Headquarters	1,015	89.3%	6.9%	3.8%	15
Los Angeles Regional Office	71	91.2%	7.6%	1.3%	1
Miami Regional Office	50	98.3%	1.7%	0.0%	0
New York Regional Office	156	74.8%	16.1%	9.1%	4
Philadelphia Regional Office	72	84.9%	9.5%	5.6%	0
San Francisco Regional Office	58	93.2%	3.4%	3.4%	0

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	138,977	89.1%	7.5%	3.4%	3,202
Securities and Exchange Commission	1,278	92.7%	5.0%	2.3%	11
Atlanta Regional Office	56	100.0%	0.0%	0.0%	0
Boston Regional Office	54	85.7%	8.7%	5.6%	0
Chicago Regional Office	83	94.9%	4.0%	1.1%	2
Denver Regional Office	30	84.6%	3.4%	12.0%	0
Ft. Worth Regional Office	54	96.3%	3.7%	0.0%	1
Headquarters	657	93.0%	4.9%	2.1%	5
Los Angeles Regional Office	63	95.5%	3.1%	1.4%	1
Miami Regional Office	41	93.2%	2.0%	4.8%	0
New York Regional Office	144	87.0%	10.3%	2.7%	2
Philadelphia Regional Office	30	96.4%	3.6%	0.0%	0
San Francisco Regional Office	33	97.0%	3.0%	0.0%	0

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	100,599	79.5%	16.7%	3.8%	7,562
Securities and Exchange Commission	567	85.3%	11.4%	3.3%	40
Atlanta Regional Office	17	70.0%	24.5%	5.5%	0
Boston Regional Office	16	68.2%	18.8%	13.1%	2
Chicago Regional Office	5	100.0%	0.0%	0.0%	1
Denver Regional Office	9	66.2%	23.2%	10.6%	1
Ft. Worth Regional Office	17	71.3%	28.7%	0.0%	0
Headquarters	420	89.0%	8.2%	2.7%	28
Los Angeles Regional Office	4	100.0%	0.0%	0.0%	0
Miami Regional Office	13	85.1%	14.9%	0.0%	0
New York Regional Office	17	77.4%	22.6%	0.0%	5
Philadelphia Regional Office	13	64.5%	22.4%	13.1%	1
San Francisco Regional Office	27	70.7%	22.5%	6.8%	2

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
Securities and Exchange Commission	189	79.7%	16.2%	4.1%	38
Atlanta Regional Office	9	89.1%	10.9%	0.0%	0
Boston Regional Office	3	69.7%	30.3%	0.0%	1
Chicago Regional Office	6	80.9%	19.1%	0.0%	1
Denver Regional Office	6	68.3%	14.9%	16.9%	1
Ft. Worth Regional Office	7	88.1%	11.9%	0.0%	0
Headquarters	125	79.4%	16.0%	4.6%	29
Los Angeles Regional Office	10	100.0%	0.0%	0.0%	0
Miami Regional Office	4	28.3%	71.7%	0.0%	0
New York Regional Office	8	75.6%	24.4%	0.0%	3
Philadelphia Regional Office	3	71.6%	0.0%	28.4%	1
San Francisco Regional Office	5	79.9%	20.1%	0.0%	0

*The results for this item only include employees who indicated that they participated in this program.

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,509	71.7%	23.9%	4.4%	4,356
Securities and Exchange Commission	174	86.2%	10.4%	3.4%	25
Atlanta Regional Office	13	92.9%	7.1%	0.0%	0
Boston Regional Office	7	87.2%	12.8%	0.0%	0
Chicago Regional Office	11	91.0%	9.0%	0.0%	0
Denver Regional Office	4	100.0%	0.0%	0.0%	2
Ft. Worth Regional Office	4	73.4%	26.6%	0.0%	1
Headquarters	95	85.6%	10.3%	4.0%	15
Los Angeles Regional Office	7	67.6%	32.4%	0.0%	1
Miami Regional Office	2	100.0%	0.0%	0.0%	0
New York Regional Office	14	78.8%	14.1%	7.0%	3
Philadelphia Regional Office	1	100.0%	0.0%	0.0%	1
San Francisco Regional Office	10	100.0%	0.0%	0.0%	0

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,385	67.6%	29.5%	2.9%	3,459
Securities and Exchange Commission	66	69.7%	30.3%	0.0%	19
Atlanta Regional Office	6	83.8%	16.2%	0.0%	0
Boston Regional Office	2	50.0%	50.0%	0.0%	0
Chicago Regional Office	2	100.0%	0.0%	0.0%	0
Denver Regional Office	1	0.0%	100.0%	0.0%	1
Ft. Worth Regional Office	0	--	--	--	1
Headquarters	41	67.8%	32.2%	0.0%	13
Los Angeles Regional Office	6	82.5%	17.5%	0.0%	0
Miami Regional Office	0	--	--	--	0
New York Regional Office	4	50.3%	49.7%	0.0%	2
Philadelphia Regional Office	2	100.0%	0.0%	0.0%	1
San Francisco Regional Office	1	100.0%	0.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

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Demographic Questions

Where do you work?

	N	%
Headquarters	1,346	56.9%
Field	1,019	43.1%

What is your supervisory status?

	N	%
Non-Supervisor	1,643	69.6%
Team Leader	302	12.8%
Supervisor	238	10.1%
Manager	110	4.7%
Senior Leader	66	2.8%

Are you:

	N	%
Male	1,211	52.4%
Female	1,100	47.6%

Are you Hispanic or Latino?

	N	%
Yes	134	5.9%
No	2,152	94.1%

Race

	N	%
American Indian or Alaska Native	6	0.3%
Asian	180	8.2%
Black or African American	312	14.3%
Native Hawaiian or Other Pacific Islander	6	0.3%
White	1,625	74.4%
Two or more races (Not Hispanic or Latino)	55	2.5%

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	1	0.0%
High School Diploma/GED or equivalent	37	1.6%
Trade or Technical Certificate	12	0.5%
Some College (no degree)	126	5.4%
Associate's Degree (e.g., AA, AS)	47	2.0%
Bachelor's Degree (e.g., BA, BS)	576	24.7%
Master's Degree (e.g., MA, MS, MBA)	495	21.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,041	44.6%

What is your pay category/grade?

	N	%
Federal Wage System	18	0.8%
GS 1-6	16	0.7%
GS 7-12	211	9.1%
GS 13-15	1,002	43.2%
Senior Executive Service	66	2.8%
Senior Level (SL) or Scientific or Professional (ST)	22	0.9%
Other	983	42.4%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	26	1.1%
1 to 3 years	311	13.3%
4 to 5 years	218	9.3%
6 to 10 years	555	23.7%
11 to 14 years	408	17.4%
15 to 20 years	337	14.4%
More than 20 years	489	20.9%

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Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	54	2.3%
1 to 3 years	437	18.7%
4 to 5 years	243	10.4%
6 to 10 years	585	25.1%
11 to 20 years	700	30.0%
More than 20 years	315	13.5%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	1,757	75.6%
Yes, to retire	66	2.8%
Yes, to take another job within the Federal Government	203	8.7%
Yes, to take another job outside the Federal Government	186	8.0%
Yes, other	111	4.8%

I am planning to retire:

	N	%
Within one year	30	1.3%
Between one and three years	101	4.4%
Between three and five years	157	6.8%
Five or more years	2,025	87.5%

Self-Identify as:

	N	%
Heterosexual or Straight	1,869	84.5%
Gay, Lesbian, Bisexual, or Transgender	81	3.7%
I prefer not to say	262	11.8%

What is your US military service status?

	N	%
No Prior Military Service	2,108	91.8%
Currently in National Guard or Reserves	8	0.3%
Retired	40	1.7%
Separated or Discharged	140	6.1%

Securities and Exchange Commission

1st Level Subagency Comparison Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	137	6.0%
No	2,161	94.0%

What is your age group?

	N	%
25 and under	3	0.1%
26-29	41	1.7%
30-39	660	26.7%
40-49	863	34.9%
50-59	666	26.9%
60 or older	239	9.7%